

**Latin American Advisory Group Retreat
Draft Meeting Summary**

Executive Office Building Auditorium

June 13, 2009

8:30AM - 3:00PM

Attendees: Carmen Ortiz Larsen, Henry Montes, Agnes Saenz, Ana Lopez, Mariana Cordier, Teresa Wright, Carmen Delgado Votaw, Teresa Chapa, Rev. Simon Bautista Betances, Hjarman Cordero, Monica Barberis Young,

Staff: Karla Silvestre, Bruce Adams

Guests: County Executive Leggett, Alex Compagnet from the US Census

A. Arrival and Coffee

B. Warm-up activity: Introduce yourself, state what you hope to do before you “kick the bucket”, and your goals for the Latino community in Montgomery County. (See Appendix A for details.)

C. Year in review (packets contained color coded supporting documents that summarized each of the issues the LAAG addressed this past fiscal year). Members that were not in attendance received the packet via mail. These include:

1. Code enforcement- Carmen Larsen gave an overview of the work done this past year in this regard.

- Press release highlighting the major points of the code enforcement report
- Summary of points agreed upon by the LAAG and the County’s Code Enforcement Workgroup

Follow up is needed to clarify if any of the appeal processes included one of the recommendations the LAAG reached agreement with the County’s Code Enforcement workgroup and if any of the agreed upon changes were modified before it was sent to Council.

2. Police arrest policy advocacy process- Henry Montes and Mariana Cordier gave an overview.

- County Executive’s memo to Chief Manger regarding policy change
- One pager FAQ regarding the policy change

3. Budget recommendations from the LAAG – Henry Montes and Karla Silvestre gave an overview.

- Letter to Mr. Leggett outlining the budget priorities for the FY10 fiscal year
- Press release with an overview of the final budget

Follow up is needed to find out from OMB how each of our budget recommendations fared in the final budget.

4. Latino youth task force- Henry Montes and Ana Lopez gave an overview. The Power Point presentation from Identity was included in the packet.

Members felt it is important to state that the sample in this study was not representative of all Latino youth.

5. Latino leadership survey- Carmen Delgado Votaw gave an overview. Survey was presented.

Members made a point that it is important to emphasize that the sample was mostly female and in the public service sector.

D. Plan for discussion with Mr. Leggett. Issues LAAG agreed to present to him include:

1. Latino Leadership work group survey results- led by Carmen Delgado Votaw
Carmen presented the highlights of the Survey results (details can be found in the Latino Leadership Workgroup Briefing Report in you packets). In particular she highlighted survey results that dealt with positive future outlook of Latinos in the county, discrimination, barriers faced, and the future action steps of the workgroup.

2. Human Resources Taskforce Progress- led by Henry Montes
The Report of the County Human Resources Task Force entitled “Achieving an Inclusive County Workforce for Responsive County Service Delivery” included five recommendation sections with a total of 15 recommendations. The five sections are:

- Planning and data issue
- Staff training issues
- Communications issues
- Performance Management Assessment issues
- Implementation Actions

As the major partner in putting this report together, the LAAG is concerned about the lack of responsiveness to addressing the recommendations of the report. Although there has been an internal Steering Committee convened to address the recommendations of this report by the Chief Administrative Officer and chaired by the Director of the Office of Human Resources, there has not been any noticeable change in the number of Latino MLS hires over the past two years. When the County Executive accepted the report, he said that he wanted to start with the MLS positions in addressing Latino under representation in the County government workforce. Since that time two at-will Latino managers have been appointed by the CE, but MLS positions in the County Departments and offices have not followed the CE example. There are two critical problems in the process of addressing the recommendations of this report. One is that there are no or

little data available on the composition of the County workforce by Department by race and ethnicity by level of position and by when employees are hired. These data also lack any way of determining how many Latinos applied, were considered, were interviewed and then were hired or not hired. These data needs are fundamental to assessing the performance of selecting officials in their hiring practices to see why they are or are not hiring Latinos. The other problem regarding the recommendations of the report is that these recommendations have never been explicitly reported on so that progress or lack of same can be known through the transparent reports on how the Task Force report's recommendations have or have not been addressed.

3. Invite LAAG early on key policy decisions- led by Mariana Cordier

The Code Enforcement and the police arrest policy taught us valuable lessons about organizing ourselves around important advocacy issues. We have learned from these processes and are ready to be invited to participate when forming new policies and decision making in the future. However, we would like to be involved from the outset and not at the end of the process.

4. Small Business- led by Jorge Restrepo

Develop a clearer statement of County policy with regard to Small Minority Owned Business by requesting a County Executive mandated task force that includes leadership from the Department of General Services and the Department of Economic Development along with representatives from Multicultural Leadership Council and representatives from the Ethnic Chambers of Commerce

- Small Business Reserve program
- Retail/Small Business Interventions/ Failure
- Job Retention/creation
- MFD program/small MBEs

5. Policy Development – led by Evelyn Gonzalez

Too often Latinos are an afterthought in policy development. Given the changing demographics of the County, Latinos should be taken into consideration from the outset.

6. Positive Youth Development (PYD) initiative improvements (short-term)- led by Ana Lopez

The Positive Youth Development Initiative was an effort created and led by the County Executive two years ago. Many in the community are unaware of the outcomes and the impact it has created. The recommendation was for the CE to collect and share what has resulted from this initiative while also identifying lessons learned to inform next steps for this fiscal year. Especially in light of concerns and criticism expressed and shared by the community regarding this effort, the recommendations may help to improve support and commitment to the initiative in all 3 target communities.

E. Discussion and lunch with Mr. Leggett

Mr. Leggett's responded to the above issues. The County Executive responded to the two issues raised regarding the Human Resource Task Force recommendations saying that he would look into the two issues and let us know what action will be taken. The CE was especially concerned that the data issues were not being addressed, and stated that there will be a response drafted regarding the 15 HR taskforce recommendations. He agreed with inviting LAAG members early on in crafting new policies. He indicated that some type of system would need to be developed to make this happen. OCP will schedule a meeting with Steve Silverman to address small business issues and the proposed taskforce. He recommended that the group be briefed on the Women in Poverty report.

F. Presentation by Alex Compagnet, Partnership Specialist, for the US Census

Alex gave a brief overview of the Census and urged the LAAG to be a part or form a complete count committee. He offered to come to each interested organization or group to do a presentation for staff. The LAAG agreed to promote the Census in all of their workgroup activities rather than forming a new LAAG workgroup on this topic.

G. Develop work plans and re-organize for upcoming year

The workgroups remained as last year. It was agreed that each group would incorporate Census outreach activities into their work as well as the issue of ethnic data collection.

The expectations for each workgroup include:

- Develop and implement a work plan template
- Hold at least 4 workgroup meetings per year
- Develop a product to present at annual retreat
- Bring in content area experts as need.
- Workgroup members do not need to be LAAG members.

Work Groups 2009-2010 (members need to confirm their choice)

Latino Leadership Workgroup- Henry Montes

1. Hjarman Cordero
2. Carmen Delgado Votaw
3. Rev. Simon Bautista Betances
4. Ana Lopez
5. Teresa Wright
6. Joe Heiney-Gonzalez*

Safety and Justice- Grace Rivera Oven and Mariana Cordier

1. Mariana Cordier
2. Enid Gonzalez Aleman
3. Celia Rivas
4. Maria Peña Faustino
5. Doris de Paz

Health and Human Services- Agnez Saenz

1. Teresa Chapa

2. Monica Barberis Young
3. Viviana Azar*

Economic Development (includes housing)- Carmen Larsen

1. Lorna Virgili
2. Daniel Parra
3. Jorge Restrepo

Education- Evelyn Gonzalez

1. Ja'Bette Lozupone
2. Marlon Vallejo
3. Pillar Torres
4. Julieta Machado Pacanins*
5. Rev. David Rocha*

Latino Youth

1. Henry Montes
2. Carmen Larsen
3. Enid Gonzalez
4. Ana Lopez
5. Ja'Bette Lozupone
6. Celia Rivas
7. Daniel Parra
8. Monica Barberis-Young

Individuals listed with an * are participating in the workgroups only.

Members are asked to stay with the same workgroup. However, they could choose another workgroup but needed to let their current Workgroup convener and Karla know about the change. Evelyn Gonzalez-Mills was nominated to facilitate the Education workgroup. She agreed but wants to ensure there are others interested in this group since the Latino youth workgroup may address similar issues.

Work group expectations:

- Develop and implement a work plan template
- Hold 4 work group meetings per year
- Develop a product to present at annual retreat
- Bring in others to work groups

Multicultural Leadership Council (MLC): The MLC is comprised of representatives from each of the County Executive's Ethnic Advisory Groups. Currently our representatives are Carmen Larsen, Henry Montes, Teresa Chapa, and Pilar Torres. Mariana Cordier agreed to be the 5th member to the Council.

The MLC established 7 common priorities. These include:

1. Diversity on Boards
2. Collecting ethnic data
3. Cultural competence in government
4. Small business procurement
5. Youth development
6. Credentialing of foreign-trained professionals

Capacity building for ethnic led non-profits

Parking Lot (Items included in all the work done by LAAG Workgroups and members.)

Immigration – hostility, tension

Code enforcement public education campaign (ad hoc committee will continue)

Adjournment @ 3:00 pm

Appendix A

Warm-up activity: Introduce yourself, state what you hope to do before you “kick the bucket”, and state your goals for the Latino community in Montgomery County.

Mariana Cordier -Attorney, Hispanic Bar

Priority – educate public regarding the law so they can better advocate, youth is another priority

Hjarman Cordero – Senior resources coordinator, City of Rockville

Bucket list – develop an international organization in communications

Priority – help youth in Latino community have all the opportunities they are entitled to.

Jorge Restrepo – small business owner

Bucket list – see two daughters get advanced degrees

Priority – develop comprehensive strategies for Latino community

Bruce Adams – Director of OCP

Bucket list – Model multicultural community in Montgomery County

Priority – Youth

Teresa Chapa – Health, Office of Minority Health

Bucket list – see kids be happy and successful, create endowment for pipeline for Latino families

Priority – create comprehensive models and become a model community

Ana Lopez – Youth Development

Bucket List – to have kids

Priority – Latino Youth – 53% of Latinas will be pregnant before age 20 and help develop the next generation of leadership

Monica Barberis-Young – Social Services

Priority – Support Latino families, provide a human touch to working with families

Agnez Saenz – health & human services

Bucket list – good health for parents & family

Priorities – that neediest know how to access services and are treated with respect, this takes education, we need to simplify eligibility

Henry Montes – Public Health

Bucket list – see grandchildren

Priority – Latino community seen as contributor to Montgomery County

Carmen Ortiz Larsen – Minority small business

Bucket list – pass on business and do other passion items

Priority – greater visibility of Latino small business

Carmen Delgado-Votaw – women and civil rights

Bucket list – see a woman as president of the United States

Priority - create culture of cultural and racial and cross-gender understanding

Lorna Virgili - small business owner

Bucket list – pass on business to son

Priority – live to see a Hispanic governor

Teresa Wright – MCPS

Bucket list – promote cultural understanding among youth

Priority – Latino Youth, prevention

Evelyn Gonzalez Mills – higher education

Bucket list – create pathway for youth elementary, high school, and college pipeline/roadmaps

Priority – helping higher risk kids